



ALPHA BANK

## **Special Annual Report on Gender Balance on the Board of Directors**



September 2025

## Introduction

The present Special Annual Report relating to the gender balance among the Members of the Board of Directors of Alpha Bank S.A. (hereinafter the “Bank” or “Alpha Bank”) is prepared and published in accordance with article 3C par. 1 of Law 4706/2020 as well as with the Letter No. 12678/8.9.2025 from the General Secretariat for Equality and Human Rights of the Ministry of Social Cohesion and Family.

### Part A: Company Information

<b>Name</b>	Alpha Bank S.A.
<b>General Commercial Registry (GEMI) Number</b>	159029160000
<b>VAT Number</b>	996807331
<b>Business Sector</b>	Banking and Financial services
<b>Number of employees of the company at an individual level</b>	5,186 (31.12.2024)
<b>Annual Turnover</b>	Euro 4,896 million
<b>Annual Balance Sheet</b>	Euro 68,255 million

### Part B:

#### A. Data on Gender-Balanced Representation on the Bank’s Board of Directors

The Board of Directors of Alpha Bank, following (a) the resolution of the Extraordinary General Meeting of Alpha Bank held on June 12, 2025, which resolved on the appointment of Mr. Johannes Herman Frederik G. Umbgrove as Independent Non-Executive Member of the Board of Directors; and (b) the resolution of the Board of Directors dated June 13, 2025 by virtue of which it was constituted into a body, currently consists of eleven (11) Members.

In particular, the Board of Directors currently consists of two (2) Executive Members and nine (9) Non-Executive Members, out of which eight (8) are Independent Non-Executive Members. Further, out of the total eleven (11) Members, six (6) are men and five (5) are women.

In accordance with article 3A par. 3 of Law 4706/2020, which was introduced by Law 5178/2025, effective as of June 30, 2026, due to Alpha Bank’s size, the participation of the underrepresented gender on its Board of Directors shall not be less than thirty-three percent (33%) of the total number of the Members of the Board of Directors, while according to par. 5 of the same article, in the event of a fraction, the above percentage shall be rounded to the previous integer.

In accordance with article 3A par. 4 of Law 4706/2020, which was introduced by Law 5178/2025, effective as of June 30, 2026, when the Board of Directors of companies falling within the scope of par. 3 has three (3) or more Executive Members, at least one (1) Executive Member of the underrepresented gender is included in the aforementioned percentage of 33%.

As per article 17 par. 2 of Law 5178/2025, until June 30, 2026 the gender representation on Boards of Directors shall be no lower than twenty-five percent (25%) of the total number of their Members, and in case of a fraction, the percentage shall be rounded to the previous integer, as provided in article 3A par. 2 of Law 4706/2020.

Information on the implementation of the percentage set out in article 3A par. 3 and on the number of the Executive, the Non-Executive, and the Independent Non-Executive Board Members belonging to the underrepresented gender is provided in the table below:

	Total Members	Male Members	Female Members	Percentage of Members of the underrepresented gender (%)
<b>Members</b>	11	6	5	45%
<b>Executive Members</b>	2	2	0	0%
<b>Non-Executive Members</b>	1	0	1	100%
<b>Independent Non-Executive Members</b>	8	4	4	50%
<b>Recent Minutes of the Board of Directors pertaining to its constitution into a body</b>	Following the resolution of the Board of Directors dated 13.6.2025, the Board was constituted into a body and granted authorization regarding the representation of the Bank.			

Considering the above, the Bank is already fully compliant with the provisions of article 3A par. 3 of Law 4706/2020 regarding the gender-balanced representation on its Board of Directors. In particular, five (5) out of eleven (11) Members of the current Board belong to the underrepresented gender, resulting in a percentage of 45% in relation to the total number of Board Members. As a result, not only the 25% requirement but also the 33% requirement with respect to the total number of the Bank's Board Members are fulfilled.

Furthermore, it should be noted that there are only two (2) Executive Members on the Board of Directors of Alpha Bank, and thus, paragraph 4 of article 3A of Law 4706/2020 is not applicable.

## **B. Composition of the Committees of the Board of Directors**

Female Board Members participate in the four (4) Committees of the Board of Directors that support its operation. The Chairs of the Remuneration Committee and of the Corporate Governance, Sustainability and Nominations Committee are women. Furthermore, the Members of the Risk Management Committee and of the Corporate Governance, Sustainability and Nominations Committee are women in their majority.

## **Part C: Measures implemented by the Bank to improve gender-balanced representation on the Board**

The Bank's Suitability and Nomination Policy for the Members of the Board of Directors and Key Function Holders, as approved by its Ordinary General Meeting of Shareholders dated May 21, 2025, following the relevant recommendation of the Board of Directors and the Corporate Governance, Sustainability and Nominations Committee, has already been harmonized with the amendments made to Law 4706/2020 following the adoption of Law 5178/2025. In particular, notwithstanding the entry into force of the provisions of articles 3A (3), (4) and (5) and 3B of Law 4706/2020 on June 30, 2026, the above harmonization was already considered best practice at this point in time.

Furthermore, it is noted that the Bank, through the upcoming election of its Board of Directors during 2026, shall continue to encourage the candidacy of the underrepresented gender in order to maintain the high percentages of the abovementioned gender (as in the current composition).

In any case, the Corporate Governance, Sustainability and Nominations Committee, in the context of both submitting proposals for candidate Members of the Board of Directors and assessing the suitability of all candidate Members of the Board of Directors, will pay special attention to the issue of gender-balanced representation.

This Report is also available on the Bank's website.